

CITY OF MINNEAPOLIS

Labor Standards Enforcement

Annual Report

Presented by:

Brian Walsh

Supervisor, Labor Standards

Department of Civil Rights

Roadmap

 Background

 Outreach

 Enforcement



Background: Ordinance Passage

- § 40- Workplace Regulations
Sick and Safe Time and Minimum Wage Ordinances
- §§ 40.90 & 40.390
Effective July 1, 2017 and January 1, 2018
- §§ 40.120 & 40.410
Creates enforcement mechanism and assigns operation to Civil Rights Department
- §§ 40.50 & 40.450
Requires Annual Report

Background: Key Requirements



1 HOUR*
FOR EVERY
30 HOURS
WORKED

	100 or Fewer Employees	More than 100 Employees
	Small Business	Large Business
Jan. 1, 2018	—	\$10.00
July 1, 2018	\$10.25	\$11.25
July 1, 2019	\$11.00	\$12.25
July 1, 2020	\$11.75	\$13.25
July 1, 2021	\$12.50	\$14.25
July 1, 2022	\$13.50	\$15.00*
July 1, 2023	\$14.50	
July 1, 2024	Equal to Large* Business	

*Increases to account for inflation, every subsequent January 1st.

Outreach: Tools and Rules



Download Center

View or Print Sick and Safe Time
(click below to download):

- [FAQs](#)
- [Rules](#)
- [Employer Checklist](#)

Required Notice Posters

(click below to download):

- [English](#)
- [Spanish](#)
- [Somali](#)

CITY OF MINNEAPOLIS

NOTICE TO EMPLOYEES

Minneapolis Labor and Employment Rights

Minimum Wage Scheduled Increases

	100 or Fewer Employees	More than 100 Employees
	Small Business	Large Business
Jan. 1, 2018	—	\$10.00
July 1, 2018	\$10.25	\$11.25
July 1, 2019	\$11.00	\$12.25
July 1, 2020	\$11.75	\$13.25
July 1, 2021	\$12.50	\$14.25
July 1, 2022	\$13.50	\$15.00*
July 1, 2023	\$14.50	
July 1, 2024	Equal to Large* Business	

*Increases to account for inflation, every subsequent January 1st.

Working. Thriving. Together.

Help make Minneapolis a healthier, more secure, and more productive community.

Sick and Safe Time

- Sick and Safe Time is access to time off work for Sick and Safe Time purposes.
- All types of employees, including part-time, qualify.
- One hour accrues for every 30 worked, capped at 48 per year and 80 overall (yearly and overall caps operate simultaneously).
- Employers must compensate for use at employees' base rate, except if they employ fewer than 6 employees.
- Hours begin accruing on 1st day of work and may be used on the 90th day of employment.

Sick Time

- Illness
- Injury
- Medical rest
- Recovery
- Appointment

Safe Time

Time off for an appointment to address domestic violence or sexual assault

Sick or Safe Time Care of a Family Member

Family Member Place-of-care Closure

Due to inclement weather or unexpected emergency

Report Violations

Please report information about exploitation of workers in Minneapolis:

Dial 311, file online at minimumwage.minneapolismn.gov or sicktimeinfo.minneapolismn.gov, or visit 350 S. Fifth St. (City Hall) Rm. 239

Retaliation Prohibited

It is unlawful for an employer to restrain, prevent, or deny the exercise of any right protected under the Minneapolis Minimum Wage or Sick and Safe Time Ordinances.

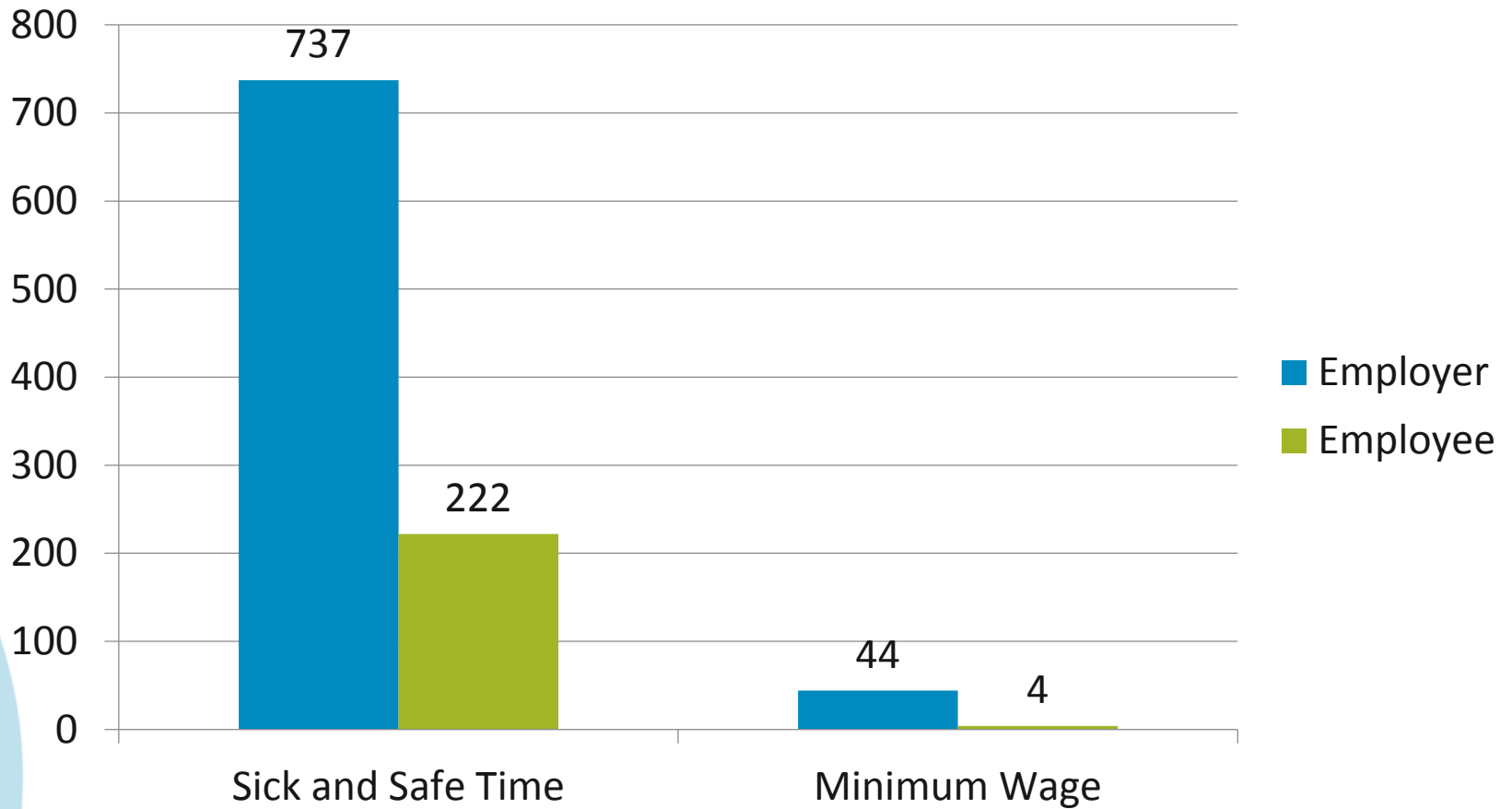
THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY READ IT

(This poster may be printed on 8 1/2" x 11" letter size paper. Download it at minimumwage.minneapolismn.gov or sicktimeinfo.minneapolismn.gov. More questions? We're here to help: sicktimeinfo@minneapolismn.gov, minimumwage.minneapolismn.gov or call 311.

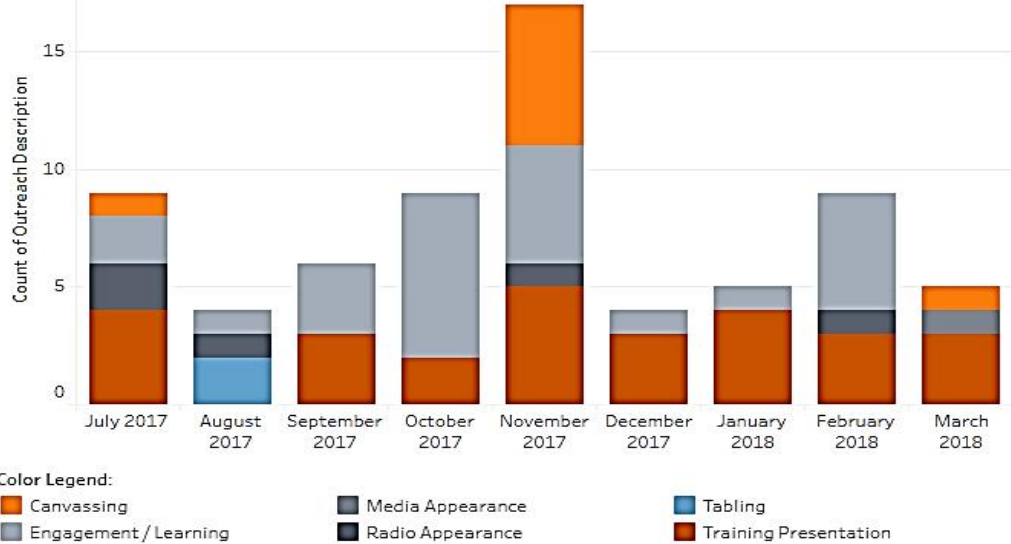
For reasonable accommodations or alternative formats please contact the Minneapolis Civil Rights Department at 612-673-3012. People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY users can call 612-673-2137 or 612-673-2626. Para asistencia 612-673-2700. Yog xav tau kev pab, hu 612-673-2800. Hadli ad Caawimaad u baahantahay 612-673-3500.

WORKING. THRIVING. TOGETHER.

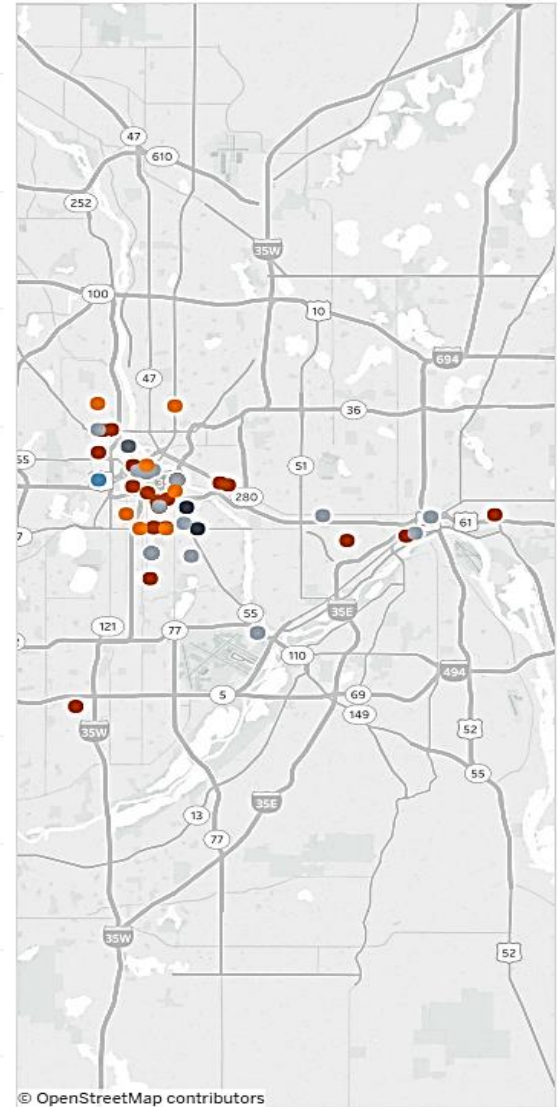
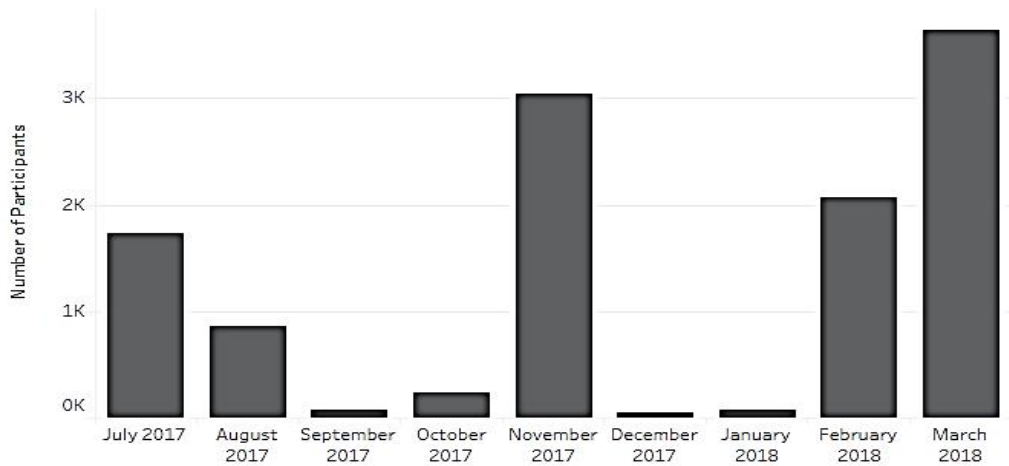
Outreach: Technical Assistance



Outreach: Events



Outreach Reach



Outreach: Impact

- Sick and Safe Time Website:
(May 2017-present)
32,547 Unique users
87,338 Page views
- Minimum Wage Website:
(October 2017-present)
10,698 Unique users
19,359 Page views



Enforcement: First Year

- § 40.90(a)- Sick and Safe Time Ordinance

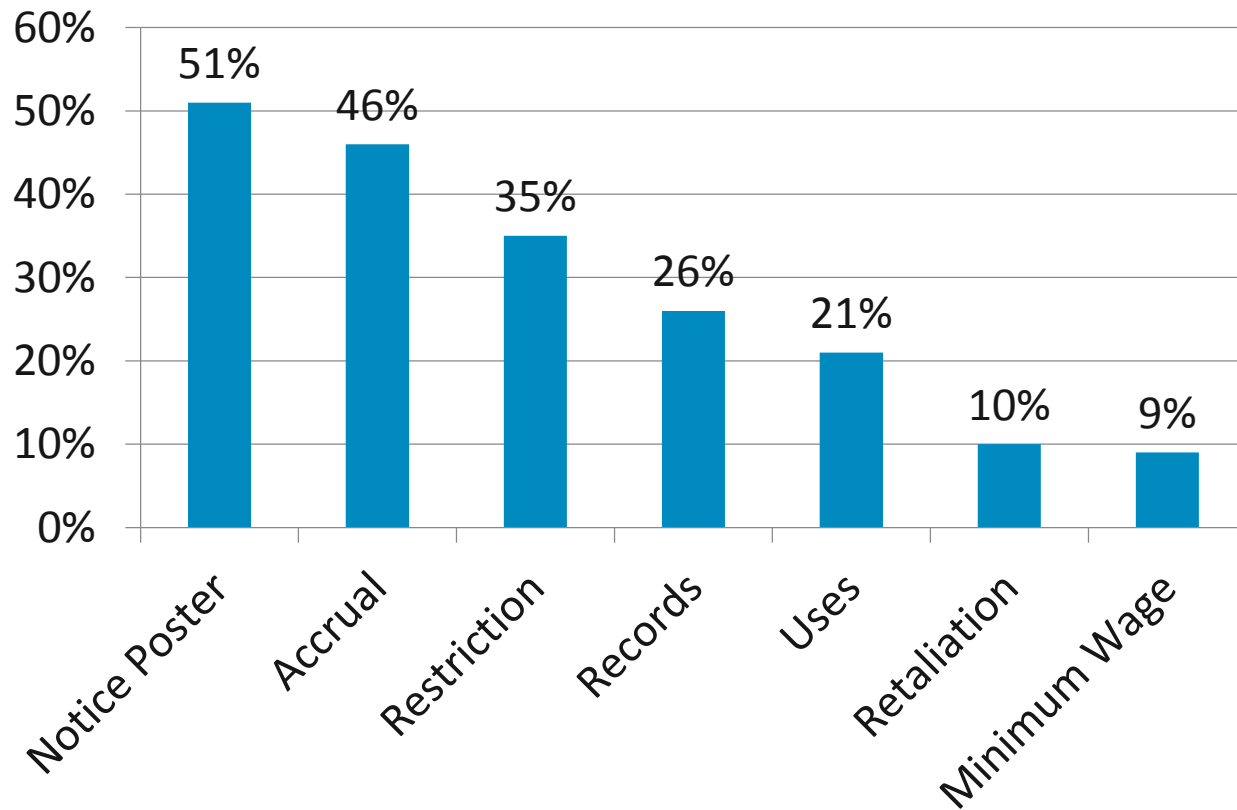
First violations until July 1, 2018 not punishable by fine (except in cases of retaliation).

Most cases settled with warnings thus far.

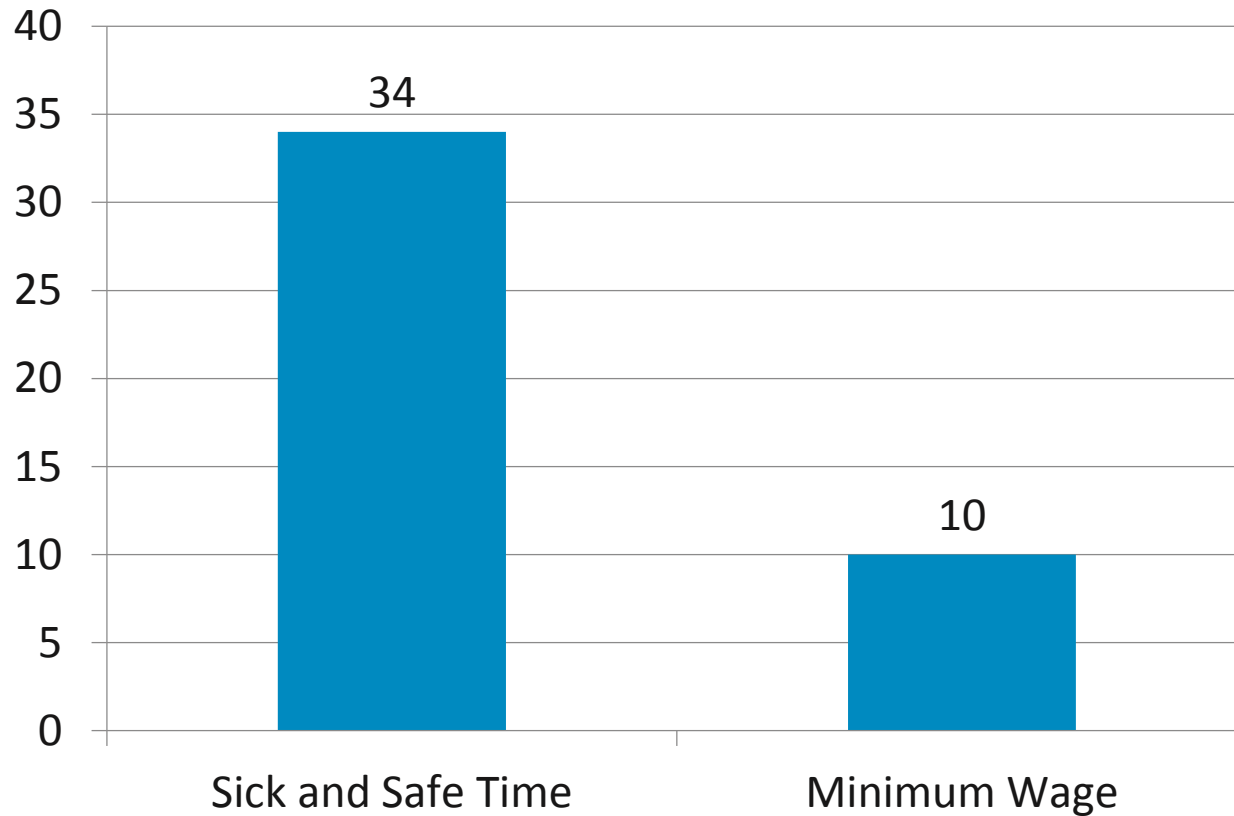


Enforcement: Total Complaints

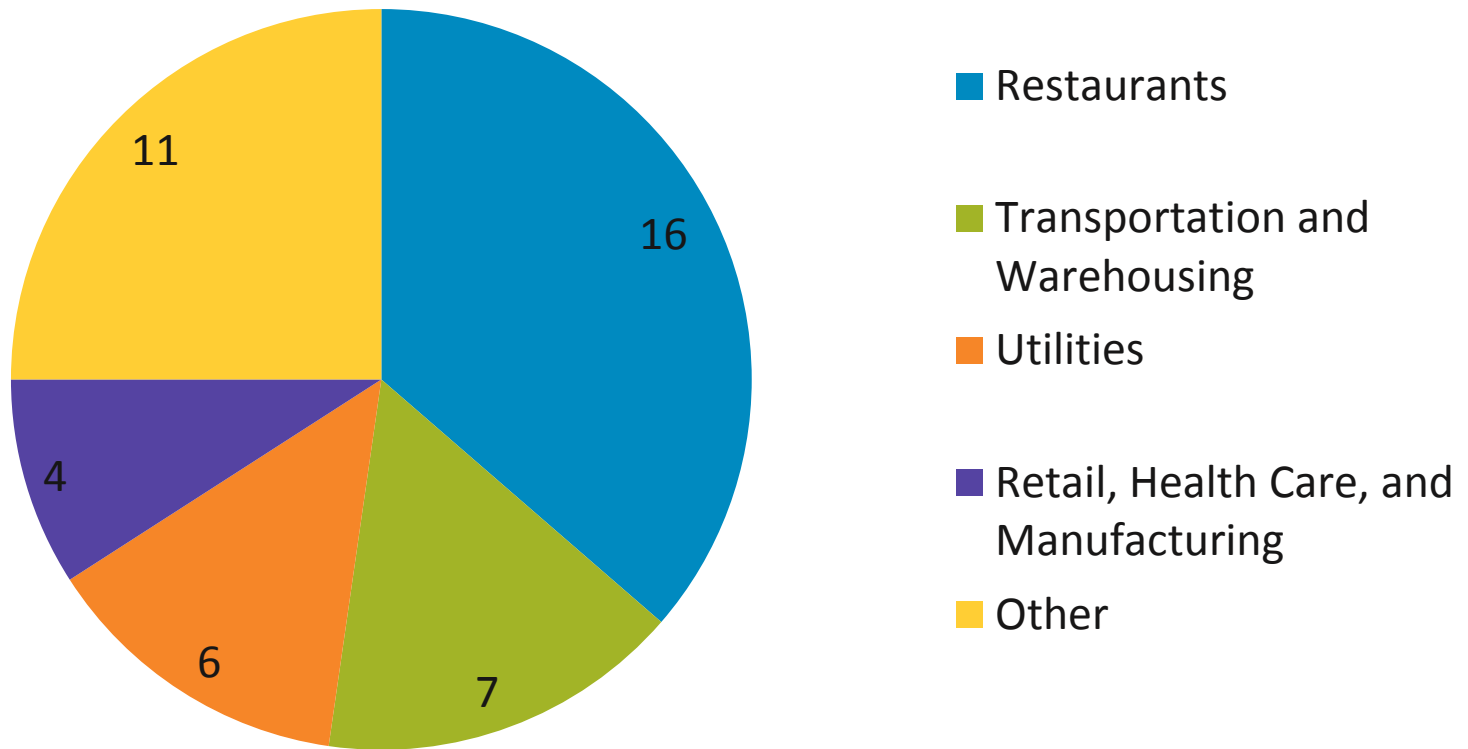
126 (Total Complaints to date)



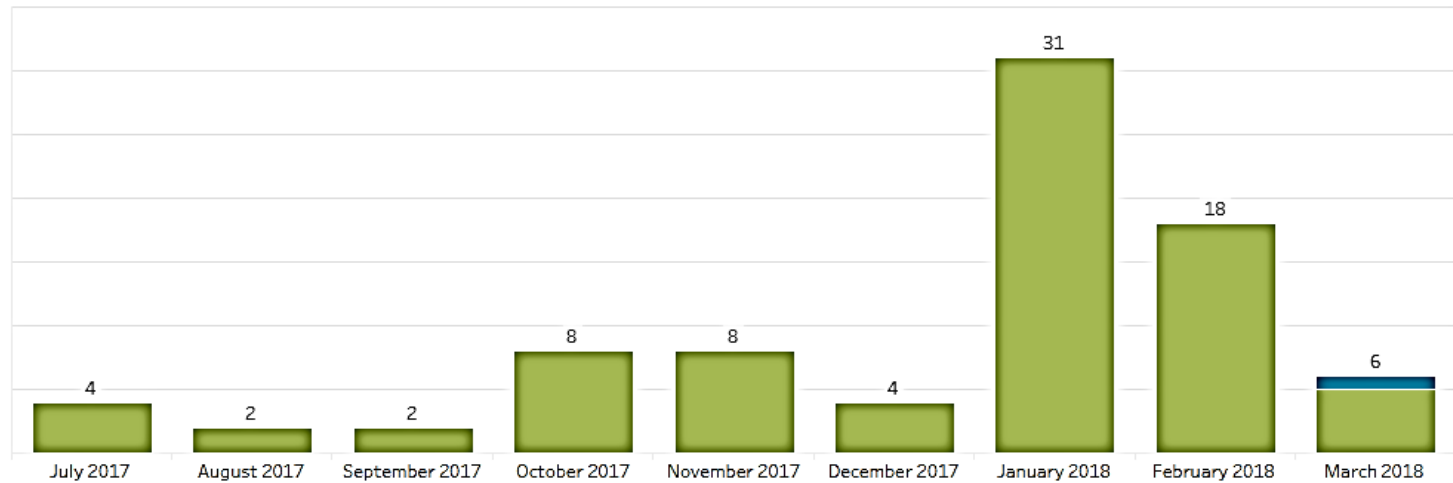
Enforcement: Active Investigations



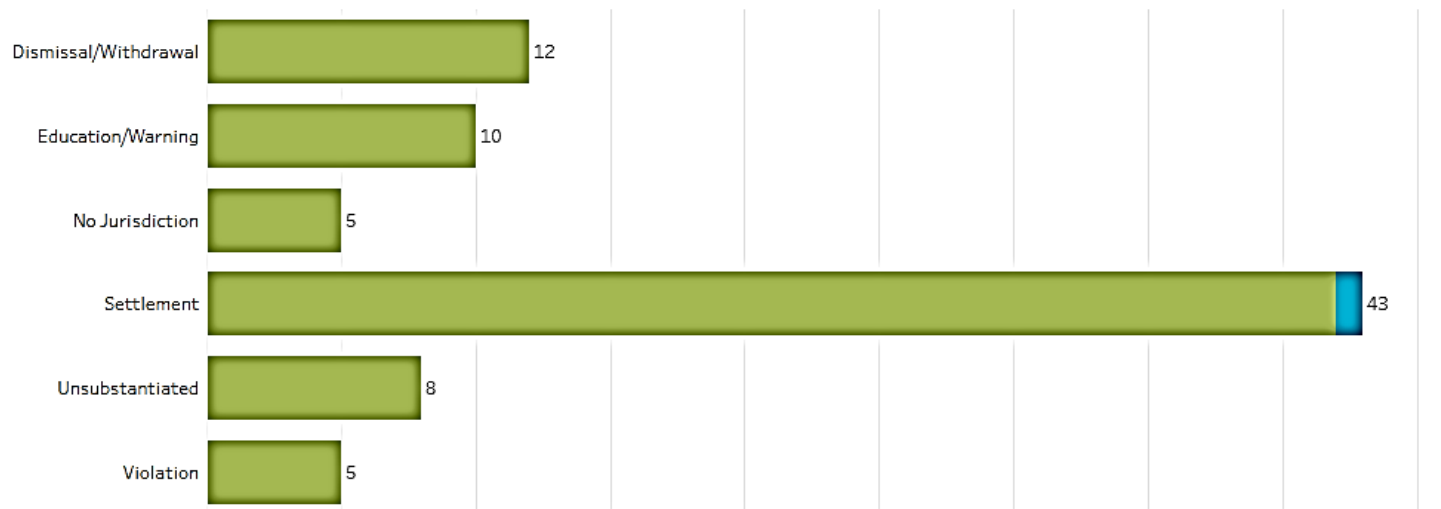
Enforcement: Active Investigations



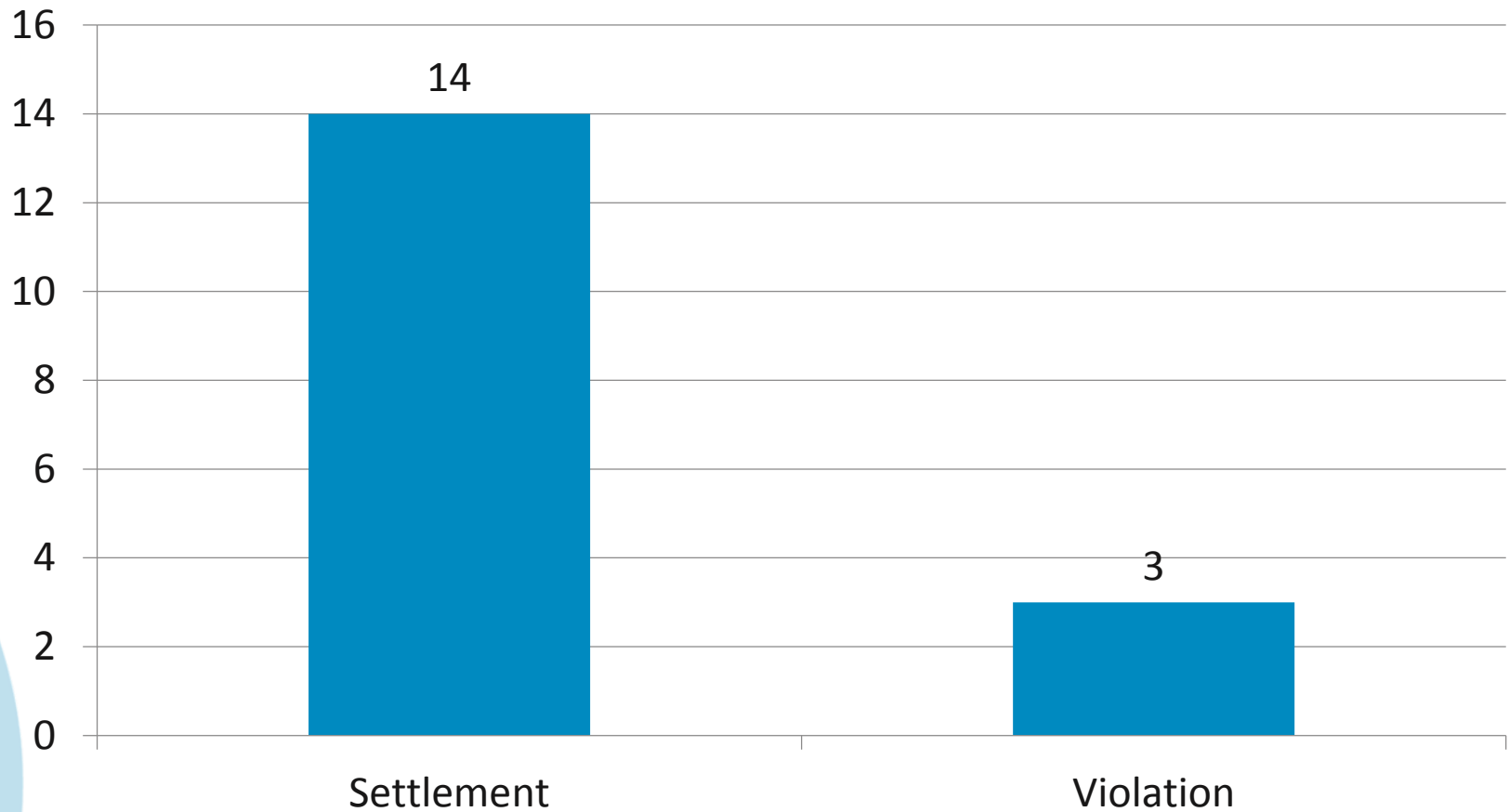
Enforcement: Closed Investigations



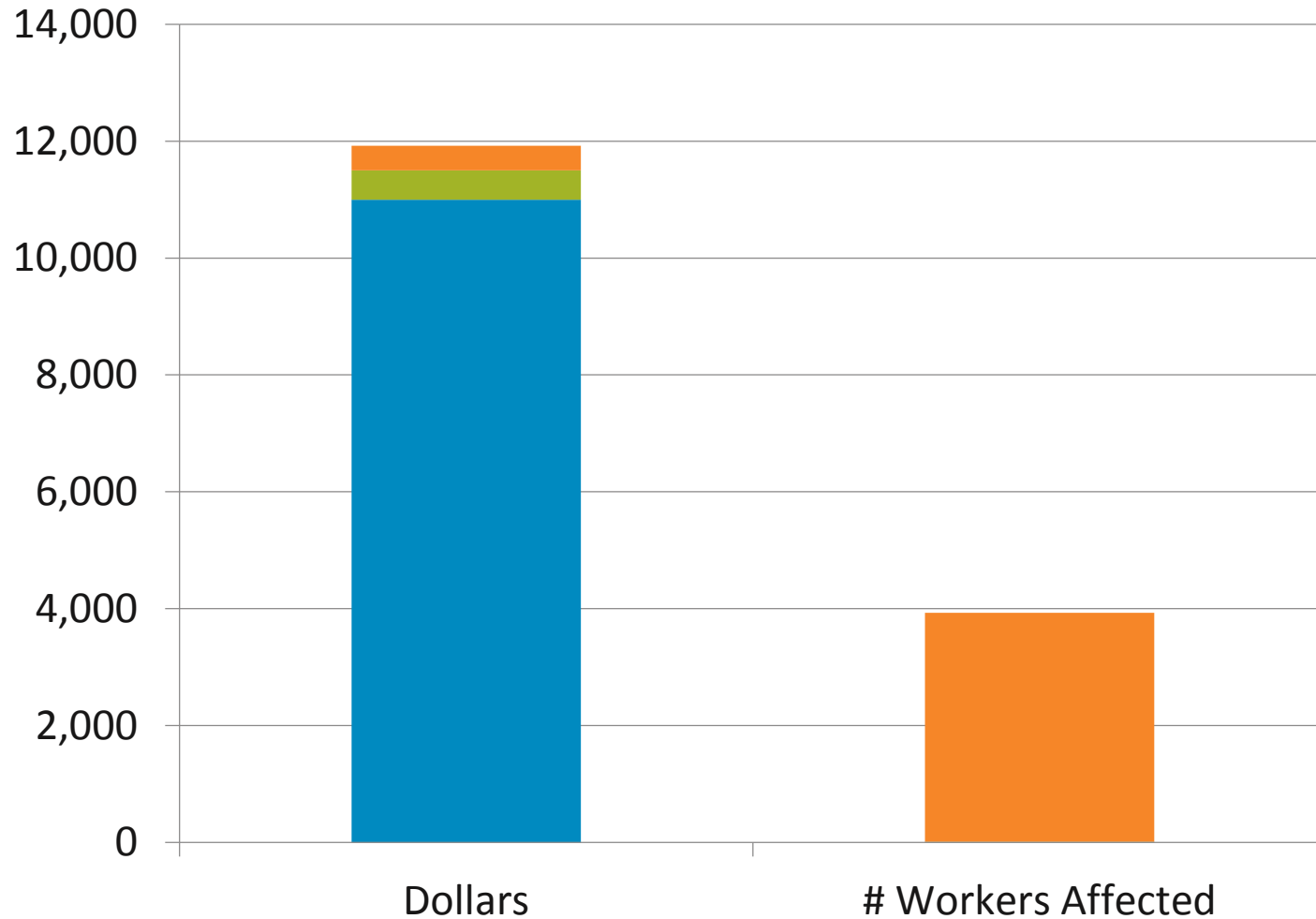
Outcomes



Enforcement: Monitoring (Active)



Enforcement: Remedies



Looking Forward

- July 1, 2018
- Health Department Inspections
- Memoranda of Agreement with Federal and Minnesota Departments of Labor
- Tableau
- Minneapolis Workplace Advisory Committee

